

## **RACE & EQUITY POCKET QUESTIONS**

**Title & Purpose of this Initiative:** RESOLUTION ADOPTING CHANGES TO TOWN OF CARRBORO POSITION CLASSIFICATION AND PAY PLAN

**Department:** Human Resources

**What are the Racial and Equity impacts?** Both positions will require an external recruitment process. The recruitment process aims to cast as wide a net as possible to receive a diverse applicant pool and find highly qualified candidates for each position.

**Who is or will experience community burden?** The community-at-large may be burdened in terms of levels of customer service and efficiency when organizational structure does not match the needs of the organization.

**Who is or will experience community benefit?** The community will benefit from the efficiencies and expertise these two positions will provide within the Town's organizational structure.

**What are the root causes of inequity?** The GARE Core team has discussed root causes of inequity in hiring for a few years. Some root causes include unconscious bias (names that are generally associated with a particular race, for example) and systemic and structural racism related to education opportunities for BIPOC individuals and how that correlates with minimum job requirements.

**What might be the unintended consequences of this action or strategy?** Unintended consequences of this action may include reinforcing the aforementioned root causes of inequity. An example may include strict educational requirements for newly created job descriptions.

**How is your department planning to mitigate any burdens, inequities, and unintended consequences?** Ways to mitigate burdens, inequities, and unintended consequences include using best practices for writing job descriptions including allowing for an educational requirement or years of experience, using a variety of advertising methods to try to attract diverse candidate pools, and periodically reviewing demographic data related to the Town's employee make-up.